

WORTHINGTON SCHOOL DISTRICT  
BOARD OF EDUCATION

November 23, 2020

Virtual Regular Meeting

7:30 p.m.

AGENDA AND ADMINISTRATIVE STAFF  
MEMORANDUM

Item

A-1-a Call to Order

(Hudson)

A-1-b Welcome and Introductions

President Nikki Hudson will introduce Board Members Jennifer Best, Amy Lloyd, Sam Shim, Charlie Wilson, Superintendent Trent Bowers and Treasurer TJ Cusick.

(Hudson)

A-1-c Pledge of Allegiance

(Hudson)

A-2-a Approval of Agenda

Recommended motion: "...to approve the agenda of the regular Board of Education meeting."

Additions or deletions to agenda

- a. \_\_\_\_\_
- b. \_\_\_\_\_

INFORMATION AND PROPOSALS

B-1-a Visitor Comments

The school board and administrative staff encourage and appreciate citizen interest in meetings of the board of education. This section of the agenda is designed to hear the views of citizens about their schools and items on the agenda.

Visitor comments may be submitted via email to [wscomms@wscloud.org](mailto:wscomms@wscloud.org) by 12:00 pm on Monday, November 23<sup>rd</sup>. The comments will be read into the record of the meeting as the meeting will be conducted virtually. Please include your name and address in your email.

At no time do we allow particular grievances about an employee to be aired. Questions will be addressed at a later date when the administrative team is able to provide the necessary information.

Thank you for your cooperation.

#### B-1-b Title IX Policy Changes Update Second Reading

Assistant Superintendent Randy Banks will update the Board on changes to the Title IX policy. See Enclosure B-1-b.

#### B-1-c Covid-19 Response Update

Dr. Bowers will lead the Board of Education in a review COVID decision making framework and current conditions within Worthington Schools.

#### B-1-d Formation of Board Policy Committee

President Hudson will lead the board in a discussion regarding the formation of a Board Policy Committee, including the review of NEOLA recommended bylaws addressing board committees.

#### B-1-e Board/Committee Reports and Announcements

ACTIONS RECOMMENDED BY THE TREASURER

C-1-a Approval of Minutes

Recommended motion: "...to approve the minutes of the November 11, 2020 regular board meeting as indicated in Enclosure C-1-a."

C-1-b Designation of Public Depositories

Recommended motion: "...to accept the application from and designate as public depository for the monies of the Worthington City School District for the period commencing January 1, 2021 through and including December 31, 2025 for the following banking institutions for the active/interim deposit shown:

<u>Financial Institution</u>	<u>Active/Interim</u>
Huntington National Bank	\$200,000,000
FC Bank	\$ 50,000,000
TriState Capital Bank	\$ 50,000,000
Park National Bank	\$ 60,000,000
Premier Bank	\$ 15,000,000
First Financial Bank	\$100,000,000"

The Agreements for Deposit of Public Funds for the above financial institutions will be kept on file in the Treasurer's office.

ACTIONS RECOMMENDED BY THE SUPERINTENDENT – ROUTINE BUSINESS

Superintendent recommends that the Board of Education approve the consent agenda – Items C-2-a through C-2-f. Action by the Board of Education in "Adoption of the Consent Agenda" means that all items listed under the Consent Agenda are adopted by one single motion unless a member of the Board or the Superintendent requests that any such item be removed from the consent agenda and voted upon separately. Employments, where applicable, are contingent upon: 1. Verification of education and experience. 2. Proof of proper licensure certification. 3. Clean results from a criminal records check. 4. All employment is subject to a properly executed contract.

C-2-a Resignations

Recommended motion: "...to accept the following resignations:

CERTIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
ANDRYC, MONICA P. Effective 09/14/2021	Family Consumer Science Thomas Worthington HS	Retirement
BRENGARTNER, CHRIS ELLEN Effective 05/28/2021	Kindergarten Teacher Worthington Park Elem	Retirement
HAZLETT, CARMIE A. Effective 05/28/2021	Grade 4 Teacher Slate Hill Elementary	Retirement
MOFFATT, ANDREW Effective 05/28/2021	Art Teacher Evening Street Elementary	Retirement
MOWERY, MARY ANN Effective 09/30/2021	Kindergarten Teacher Slate Hill Elementary	Retirement
SCHMITTAUER, JACQUELINE Effective 05/28/2021	Grade 2 Teacher Bluffview Elementary	Retirement
STROCK, SHARON R. Effective 08/15/2021	Library Media Specialist Evening Street Elementary	Retirement
WEDELL, BEVERLY Effective 05/28/2021	Music 7-12 Teacher Worthingway Middle School	Retirement

CLASSIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
JOHNSON, TAMLYN Effective 12/31/2020	Administrative Secretary Thomas Worthington HS	Retirement
LITTERAL, ROCH Effective 12/31/2020	Building Maintenance Maintenance/Plant Operations	Retirement
MECHENBIER, MARY Effective 12/31/2020	Administrative Secretary Thomas Worthington HS	Retirement
MURRAY, MICHAEL Effective 12/31/2020	Tech Trades Worker Maintenance/Plant Operations	Retirement
RUMBERGER, DAVID Effective 12/31/2020	Delivery/Warehouse Worker Maintenance/Plant Operations	Retirement"

C-2-b Leave of Absence

Recommended motion: "...to approve the following leave of absence:

CERTIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
LAWLESS, KAYCEE Effective 11/30/2020 05/27/2021	Reading (K-12) Wilson Hill Elementary	Unpaid childcare leave"

C-2-c Employment

Recommended motion: "...to employ the following personnel:

CLASSIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
BRICKERSON, DESIREE Effective 11/11/2020	Student Mon/Attd Asst. Kilbourne Middle School Class 10 Step 0 Salary \$20.44 /hr Part-time	Fill vacancy
COWGILL, MARA Effective 11/16/2020	Food Service Associate Worthington Kilbourne HS Class 1 Step 0 Salary \$16.34 /hr Part-time	Fill vacancy
GUIDRY, CLARENCE Effective 11/30/2020	Special Ed Assistant District Class 10 Step C Salary \$21.90 /hr Full-time	Fill vacancy
SALIM, SALAH Effective 11/20/2020	Special Ed Assistant Worthington Kilbourne HS Class 10 Step A Salary \$20.91 /hr Full-time	Fill vacancy
SILVA, AMBER Effective 11/23/2020	Computer Assistant Worthington Kilbourne HS Class 10 Step A Salary \$20.91 /hr Full-time	Fill vacancy

CLASSIFIED SUBSTITUTES

<u>Name/Pay Rate</u>	<u>Effective Date</u>	<u>Position</u>
BOWERS, REBECCA \$20.04 /hr	11/09/2020	Sub Bus Driver
PACKER, CYNTHIA \$20.04 /hr	11/09/2020	Sub Bus Driver

CLASSIFIED PERSONNEL – GAME WORKER

The following will be paid from the athletic fund \$10 per hour for athletic event work and \$12 per hour for athletic event management:

<u>Name</u>	<u>Effective Date</u>
SMITH, SEAN	11/01/2020

CLASSIFIED PERSONNEL - PROVISIONAL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
CONWAY, JOHN Effective 11/16/2020	Bus Driver Trainee Transportation	To be paid \$10 per hour. Upon successful licensing and three months of employment to be compensated \$480.”

C-2-d Stipends

Recommended motion: "...to authorize stipends to staff members for participation in the following activity:

After School Intervention

A Stipend of \$24 per hour to the following certified staff members for providing after school intervention at Worthingway Middle School, which is a Title I School Wide program.. This activity is funded through Title I funds.

Rachel Beasley - 7.5 hours  
Jenny Adesso - 7.5 hours  
Andy Cly - 7.5 hours  
Gina Morgan - 7.5 hours  
Caitlyn Anderson - 7.5 hours

Subs (as needed to fill in for hours listed above)  
Matt Zingery  
James Canterbury

Total hours: 37.5

## C-2-e Performance Contracts

Recommended motion: "...to authorize performance contracts to staff members for participation in the following activities:

### District Crisis Team Leader

Performance contract in the amount of \$1500.00 to the following certified staff member to serve as the District Crisis Team Leader. Crisis Team Leader will be responsible for reviewing and updating the District Crisis Plan, act as a team member during a district crisis, and follow-up and reflect after crisis. This activity is funded through the General Fund.

Brianna Abbott

### FIRST Robotics Coach – District

Performance contract in the amount of \$1,050.00 to the following certified staff member to serve as the FIRST ("For Inspiration and Recognition of Science and Technology") Robotics coach at the High School Level. Coach will recruit high school students to research, build, and participate in regional, state, and national robotics competitions; advise and coach students who participate; register for competitions; recruit and coordinate volunteers; and secure needed funding/resources. This activity is funded through the General Fund.

Thomas Karns

### Sutter Park Bus Liaison

Performance contract in the amount of \$400.00 to the following certified staff member to serve as Sutter Park Bus Liaison. The Liaison agrees to organize bus duty for arrival and dismissal, coordinate details with all staff including teachers and bus personnel, and maintain safety procedures throughout the school year. This activity is funded through the General Fund.

Alyson McIntyre

### Safety Patrol Advisor

Performance contract in the amount of \$225.00 to the following certified staff member to serve as Safety Patrol Advisor at Wilson Hill Elementary. The Advisor agrees to recruit students to participate on the Safety Patrol, hold meetings to train students on safety procedures, and supervise students' performance at road crossings. This activity is funded through the General Fund.

Jennifer Hegerty

### Accompanist for Choir - TWHS

Performance contract in the amount of \$5,625.00 to the following employee to serve as Accompanist for the Thomas Worthington High School Choir. The Accompanist agrees to provide piano accompaniment for the four TWHS Choirs; lead sectional work at rehearsals and dress rehearsals. This will include two (2) days per week and the Choir performances. This activity is funded through the General Fund.

Dean Marcelanna

Accompanist for Choir - WKHS

Performance contract in the amount of \$5,625.00 to the following employee to serve as Accompanist for the Worthington Kilbourne High School choir. The Accompanist agrees to provide piano accompaniment for the five WKHS Choirs including rehearsals and performances of the 7th/8th Grade Honors Choir; lead sectional work at rehearsals, individual student instruction, and dress rehearsals. This will include two (2) days per week and the Choir performances. This activity is funded through the General Fund.

Tyler Domer

Communications Specialist - TWHS

Performance contract in the amount of \$1500.00 to the following certified staff member to serve as Communications Specialist at Thomas Worthington High School. The Specialist will update and communicate with students, staff, and parents information regarding the school; meet with the administrative team to review/update relevant information; and attend appropriate training in-services. This activity is funded through the General Fund.

Jake Guthrie

Communications Specialists - WKHS

Performance contract in the amount of \$750.00 each to the following certified staff members to serve as Communications Specialists for Worthington Kilbourne High School. The Specialists will update and communicate with students, staff, and parents information regarding the school; meet with the administrative team to review/update relevant information; and attend appropriate training in-services. This activity is funded through the General Fund.

Todd Deisher

Susan Kucharek

Dean of Students - TWHS

Performance contract in the amount of \$1,875.00 each to the following certified staff members to serve as a Dean of Students for Thomas Worthington High School. Deans will assist assigned administrator with discipline improvement recommendations, general supervision (AM and PM), assist with special need student emergency evacuation, lunch room and hallway supervision, co-curricular supervision, attend policy and procedure update meetings with assigned administrator, student investigate work, student/staff/parent communication, paperwork associated with discipline up to suspensions, in-service staff and students with Cardinal Pride, conduct intent to suspend meetings at the completion of discipline investigations, visit homes of students with special needs, participate in court proceedings that extend beyond the school day, participate in Intervention Assistance Team, IEP and parent meetings that occur after school, supervise events before and after school. This activity is funded through the General Fund.

Scott Gordon



#### Dean of Students – WKHS

Performance contract in the amount of \$1,875.00 each to the following certified staff members to serve as a Dean of Students for Worthington Kilbourne High School. Deans will perform duties which are outside of the regular school year or school day including: visit homes of students with special needs; participate in court proceedings that extend beyond the school day; supervise events before or after school such as extended registrations, book distribution, hall duty, bus duty, parking lot assistance, dance set-ups, and post-athletic/pre-supervision of visitors. This activity is funded through the General Fund.

Thomas Souder

#### Digital News Advisor - TWHS

Performance contract in the amount of \$900.00 to the following certified staff member to serve as Digital News Advisor at Thomas Worthington High School. The Advisor agrees to teach the following skills – writing, broadcast journalism scripts, storyboarding for broadcast journalism stories, editing stories for broadcast purposes, writing journalism stories for the web, taking video shots for the purpose of the news, incorporating lighting, angles, and working knowledge of media literacy to direct students to produce video and web news stories. This activity is funded through the General Fund.

Emma Ruiz

#### Digital News Advisor - WKHS

Performance contract in the amount of \$900.00 to the following certified staff member to serve as Digital News Advisor at Worthington Kilbourne High School. The Advisor agrees to teach the following skills – writing, broadcast journalism scripts, editing stories for broadcast purposes, writing journalism stories for the web, taking video shots for the purpose of the news, incorporating lighting, angles, and media literacy to direct students to produce video and web news stories. This activity is funded through the General Fund.

Jessica Hemmelgarn

#### Diploma of Distinction – TWHS

Performance contract in the amount of \$450.00 to the following certified staff member to serve as Diploma of Distinction (DD) Advisor at Thomas Worthington High School. The Advisor will review the specific department requirements and provide feedback and recommendations. Once department expectations are established and revised, the advisor will create an application explaining the process for students. The advisor is responsible for distribution of the DD Applications, identifying the departments that are participating on a cover letter. The advisor will cross reference evidence from each student's application with the outline from each department. In addition, the DD Advisor will work closely with advisors from National Honor Society because of overlap between recognition programs. An Advisory Committee will be formed to help with this process. The activity is funded through the General Fund.

David Quart

Diversity Club Advisors – TWHS

Performance contract in the amount of \$450.00 to the following employees to serve as Diversity Club Advisors at Thomas Worthington High School. The Advisor will attend all meetings of the Cultural Diversity Committee; coordinate and advise activities that recognize and celebrate cultural diversity including attending all meetings; reporting regularly to the faculty; and supervising diversity projects within the school. The activity is funded through the General Fund.

Angelica Morris

Kathleen Starks

Diversity Club Advisors – WKHS

Performance contract in the amount of \$450.00 to the following certified staff members to serve as Diversity Club Advisors at Worthington Kilbourne High School. The Advisor will attend all meetings of the Cultural Diversity Committee; coordinate and advise activities that recognize and celebrate cultural diversity including attending all meetings; reporting regularly to the faculty; and supervising diversity projects within the school. This activity is funded through the General Fund.

Christiane Baker

Lauren Glaros

Freshman Mentor Program Co-Advisors – TWHS

Performance contract in the amount of \$900.00 each to the following certified staff members to serve as Freshman Mentor Program Co-Advisors at Thomas Worthington High School. Program Advisors will design and implement the transition program from middle school to high school; work with junior and senior students to become mentors to the freshmen; and work with the freshmen to become a part of TWHS and develop ownership, success, and leadership, during their high school experience. This activity is funded through the General Fund.

Alyssa Cardinal

Mallory Tecklenburg

Freshman Mentor Program Co-Advisors – WKHS

Performance contract in the amount of \$900.00 each to the following certified staff members to serve as Freshman Mentor Program Advisors at Worthington Kilbourne High School. Program Advisors will design and implement the transition program from middle school to high school; work with junior and senior students to become mentors to the freshmen; work with the freshmen to become a part of WKHS and develop ownership, success, and leadership during their high school experience. This activity is funded through the General Fund.

Courtney Bode

Mackenzie Johnson

Global Language National Honor Society Advisor – TWHS

Performance contract in the amount of \$450.00 to the following certified staff member to serve as Global Language National Honor Society (GLNHS) Advisor at Thomas Worthington High School. The Advisor agrees to increase student membership; organize fundraisers; advise the student-led group on how to run meetings; lead community service activities; plan activities to explore the culture of Spanish-speaking countries; plan and organize the initiation ceremony; notify parents; help with officer elections; and communicate with the TWHS World Language department about all aspects of GLNHS. This activity is funded through the General Fund.

Amanda Miller

Interact Club Advisor – WKHS

Performance contract in the amount of \$450.00 to the following certified staff member to serve as Interact Club Advisor at Worthington Kilbourne High School. The Interact Club Advisor will coordinate and advise the activities of the Interact Club including attending all meetings of the club; attending Rotary Club meetings as necessary; keeping principal and faculty regularly informed of the club's initiatives and progress; supervise service projects within the school, community, and internationally. This activity is funded through the General Fund.

Heather Koch

Junior State of America Advisor – WKHS

Performance contract in the amount of \$450.00 to the following certified staff member to serve as Junior State of America (JSA) Advisor at Worthington Kilbourne High School. The Advisor agrees to: coordinate and advise the activities of the JSA including bi-weekly meetings of the JSA Club members and overnight conferences (both in-state [2] and out-of-state [1]); serve as the liaison between JSA and members, school, and district administration including handling of money, purchase orders, and facility usage. This activity is funded through the General Fund.

Steven Buck

National Honor Society Advisor – TWHS

Performance contract in the amount of \$900.00 to the following certified staff member to serve as National Honor Society (NHS) Advisor at Thomas Worthington High School. The Advisor agrees to coordinate the nomination process for NHS; gather data, serve on committees, conduct meetings, field trips, notify parents, and all other details regarding NHS as well as increase student membership and provide staff in-service; develop selection in accordance with NHS by-laws by helping to choose the 5 member selection committee; plan and organize gatherings; and communicate with school community about all aspects of the NHS and its by-laws. This activity is funded through the General Fund.

Mallory Tecklenburg

National Honor Society Advisors – WKHS

Performance contract in the amount of \$300.00 each to the following certified staff members to serve as National Honor Society (NHS) Advisors at Worthington Kilbourne High School. The Advisors agree to coordinate and advise the activities of the WKHS Chapter including coordinating the nominating process for NHS by gathering information and distributing information to faculty; ordering scantrons; collecting data; serving on committees; and follow-up with individual teachers. Advisor will also organize the tapping process and reception; notify parents; as well as advise current NHS members; conduct meetings, possible field trips, and participation with other schools; attend to all details regarding NHS. This activity is funded through the General Fund.

Lauren Glaros

Daniel Sparks

Jeffrey Vincent”

C-2-f Approval of Supplemental Volunteers

Recommended motion: “...to approve the following individuals as volunteers of the Worthington School District, and to extend the appreciation of the board and administration for their service to students and staff:

Ethan Davis

Thomas Pischel

Mitchel Slyman”

ACTIONS RECOMMENDED BY THE SUPERINTENDENT – NEW BUSINESS

C-3-a Acceptance of Donations

Recommended motion: "...to accept the donations from the individuals and organizations listed below and to extend the board of education's and administration's appreciation to the individuals and members of these groups for their generosity and support."

<u>Name</u>	<u>Donation Value</u>	<u>Beneficiary</u>	<u>Purpose/Gift</u>
Pepsico	\$199.00	Worthington Kilbourne Special Education	Metal Rack, Chip Bags, Crackers
Sheikh, Farris	\$150.00	Worthington Hills Elementary School	Cash Donation
Coats 4 Children	\$350.00	Slate Hill Elementary School	18 Coats
Graeters	\$20.00	Worthington Academy	Gift Card

C-3-b Auction of Excess Equipment

Recommended motion: "...to authorize the Sale of Public Auction for personal property owned by the Board, whose value does not exceed \$10,000 and is no longer needed for any school district purpose." The Public Surplus website address is [www.publicsurplus.com](http://www.publicsurplus.com) and its link can be found on the district's Treasurer Homepage.

Auction Item

1 School Bus

ACTIONS RECOMMENDED BY THE BOARD OF EDUCATION

D-1-a Title IX Updates

Recommended motion: "...to approve the Title IX updates as presented for first reading at the November 11, 2020 Board of Education meeting indicated in Enclosure B-1-b."

D-1-b Appointment of Worthington Library Trustee

Recommended motion: "...to appoint Abigail Poklar to serve on the Worthington Public Library Board of Trustees. Ms. Poklar will fill the vacancy created when Rochelle Wilkerson's term expires on December 31, 2020."

The Board of Governance Committee presented Ms. Poklar as the trustee candidate to the Board of Trustees at the regular board meeting on Tuesday, November 17, 2020, and the Board approved the nomination. The new seven-year term will run from January 1, 2021 through December 31, 2027.

D-1-c Approval for Moving from Hybrid to Remote Learning

Recommended motion: "...to approve a transition from the hybrid learning model to the remote learning model beginning November 23, 2020 through December 18, 2020."

REQUESTS / QUESTIONS / CONCERNS FROM THE BOARD

E Calendar

December 14, 2020	Regular Meeting	Worthington Education Center	7:30 p.m.
January 11, 2021	Organizational Meeting	Worthington Education Center	7:00 p.m.
January 11, 2021	Regular Meeting	Worthington Education Center	7:30 p.m.

F Adjournment